

HCL Insurance BPO Services Limited - Gender Pay Gap 2017

Our pay and bonus gaps reflect the distribution of women across all areas of the business. We are already focussed on supporting the professional development of our female talent.

At 34.3%, our mean gender pay gap is indicative of the average for the Financial Services industry (34%), as reported by the office for National Statistics in December 2016.

As demonstrated in the quartiles, we believe the pay gap is driven by the larger proportion of men in more senior roles that attract higher salaries (76%). Women make up a larger percentage of the lower to lower-mid quartile roles (70%) and a notable percentage (26%) of these employees work part time.

This is also reflected in the Bonus pay gap as pay levels for Senior Members of staff will dictate higher bonuses, thus widening the gap.

We share the ambition of the government to see gender balance at all levels across financial services firms. HCL IBS aim to reduce these gaps by continuing to promote an inclusive culture which values the contribution from women and men, and believe we are in a strong position to do so.

| Parameters | Mean | Median |
|---------------------------|-------------|---------------|
| Pay Gap | 34.3% | 30.6% |
| Bonus Pay Gap | 68.3% | 53.4% |
| % of Employees | Male | Female |
| Receiving Bonus | 77.7% | 73.5% |
| Lower Pay Quartile | 29.3% | 70.7% |
| Lower Middle | 29.3% | 70.7% |
| Upper Middle | 43.5% | 56.5% |
| Upper Pay Quartile | 76.1% | 23.9% |

**All calculations based on Payroll data for April 2017*

*The gender pay gap is calculated by taking an average of all male or female employees across the organisation and is not the same as equal pay.

Declaration:

We confirm our Gender Pay Gap data has been calculated according to the requirement of The Equality Act 2010 (Gender Pay Gap Information) regulation 2017.

"I confirm HCL Insurance BPO Services Limited gender pay gap calculations to be accurate."

Nick Dumonde, COO, HCL Insurance BPO Services Limited

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